

Leadership Link

April 2004

Website: www.ci.lincoln.ne.us/city/person/NMA_L/index.htm

Leadership Development Workshop Set in May

University of Nebraska-Lincoln Leadership Development Specialist, Dr. Jay Barbuto, will be conducting a Professional Development workshop for City and County employees on Wednesday, May 26, 2004. Participants need not be Leadership Link members to attend the leadership workshop being held at the Lancaster County Extension Office, 444 Cherrycreek Road, Lincoln, NE.

Although there is no cost for attending the workshop, a small fee will be charged for taking the ten minute Motivational Source Inventory survey, a self-scoring assessment tool used for identifying the strengths and weaknesses in motivational techniques.

Dr. Barbuto is an associate professor of leadership, having joined UNL in July 1997. He was born and raised in a small town (Winchester: population 23,000) just outside of Boston. He received his degree in Business Administration (Accounting) from the University of Maine-Orono in 1990, a master's degree from Bentley College (Waltham, MA) in 1993, and his Ph.D. in Business Administration (Management)



Dr. Jay Barbuto

from the University of Rhode Island in 1997. He holds a teaching, research and Extension appointment in leadership development. He teaches undergraduate and graduate courses in leadership, and conducts seminars and leadership training workshops across the state.

Dr. Barbuto's research interests are in leadership theory, self concept-based models of work motivation, influence triggers, influence processes, power and politics in organizations, dispositional and situational predictors of leaders' influence behaviors, and pedagogy of leadership/management education. He is a member of the graduate faculty, and regularly presents papers at regional, national and international conferences, such as the Academy of Management, Eastern Academy of Management, Institute of Behavioral and Applied Management, and International Conference for Advances in Management.

Dr. Barbuto has worked with many Fortune 500 companies, including Ameritrade, Nebraska Health Systems and TierOne Bank. (See page 3 to RSVP!)

How we learn:

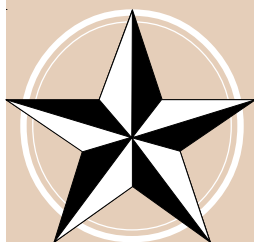
1% by taste
1.5% by touch
3.5% by smell
7% by hearing
87% by SIGHT

People remember:

20% of what they HEAR
30% of what they SEE
50% of what they SEE and HEAR!

The goal?

Greater understanding.



Leadership Link
Chapter #517
P.O. Box 85224
Lincoln NE
68501-5224
www.nma1.org

May Speaker Works WORKNET

The May 4th meeting of the Leadership Link is at Embassy Suites at 7:30 AM. The cost is \$10.50 per person. We will be having a Breakfast Casserole with Eggs, Ham, & Cheese, plus Breakfast Potatoes, Croissants, Orange Juice, and Coffee. There is parking in the city garage. Our speaker is Amelia Scott and she will be focusing on "*Facts and Fiction about disabilities, and Disability Etiquette: What is it?*"

Amelia Scott has over 20 years experience working in the area of job placement and employment counseling for persons who are disabled. She is currently employed by Career Design, Inc., a company that manages the WORKNET program. WORKNET is a federally funded job placement program designed to help business and governmental agencies find qualified disabled applicants. WORKNET has been in the Lincoln area for 20 years. Amelia is also the Marketing Coordinator, and Office Manager of the Lincoln branch office. She has provided various workshops, and talks on disability related issues, and works closely with employers in assisting them with their employment needs.

Announcements

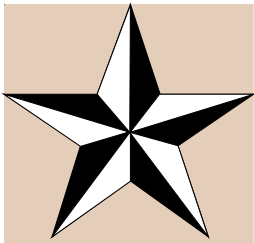
May Breakfast Meeting Amelia Scott

Career Design, Inc. & WORKNET
Job Placement & Employment
Counseling for the Disabled
Tuesday, May 4, 2004
7:30 AM to 8:30 AM

Embassy Suites
11th & P Streets

RSVP NOON DEADLINE:
Monday, May 3, 2004

NO SHOW POLICY: Any guest who reserves a ticket/seat to attend a Leadership Link luncheon/breakfast meeting, and fails to cancel the reservation by the RSVP deadline and/or fails to attend, will be considered a "No Show." An invoice will be issued for the price of the missed meal. Any member who attends, but failed to reserve a seat may be subject to purchasing their own meal independently, thus no price is guaranteed. This No Show Policy will ensure that Leadership Link isn't overcharged for the number of meals served and consumed by its members.



LEADERSHIP LINK EXECUTIVE BOARD

Meetings held the third
Thursday of the month

President

E.J. Schumaker, 441-8036

Past President

Colleen Floth, 441-8690

Secretary

Mary Lowe, 441-7540

Treasurer

Karen Eurich, 441-7886

Awards Committee

Pat Kant, 441-7880

Community Services

Donna Barrett, 441-6157

Member Relations

Lori Cook, 441-8040

Program Committee

Colleen Andrews, 441-3846

Professional Development

Terri Storer, 441-7269

Public Relations

Diane Mullins, 441-7717

Web Site Committee

Doug Thorpe, 441-7531

Nebraskaland Council

Terri Storer, 441-7269

National Director

Jan Lehmkuhl, 479-5714

Associate Director

Bob Lundberg, 471-5027

Leadership Link News

Officer Spotlight

By Lori Cook, Member Relations Chair

If you could take a famous person to dinner, who would it be and why? My first thought would be Princess Di, if she was still alive. I just have so many questions about her life I would love to ask her. So, my next choice would be Barbara Streisand. I just feel she would really welcome me and make the dinner a very fun and enjoyable time. She is a very talented person.

In your free time, what hobbies, interests or passions do you pursue? There are many hobbies, interests and traveling I would love to try but it takes money and time. So for now, as a parent most of my free time is spent with my youngest son, Chad, and my parents. I love playing ping-pong and miniature golf plus going bowling with him. We laugh so much when we do these things together. I wish I had more time to spend with my older son who lives in Kansas. I love going to the boys' activities. I also like going to movies, eating out and shopping with my friends. Night time shopping runs to Wal-Mart are great with the gals!

Your favorite restaurant(s)? I have several favorite restaurants. It depends on what I am in the mood to eat. Favorite Dessert: French Silk Pie at Village Inn.

Why did you join Leadership Link and become an officer? I wanted to meet other city employees and keep up-to-date on current management issues. I felt that becoming an officer would help me meet more people and help out with the organization.

If you could build your dream house anywhere in the world, where would it be and why? I am not sure where really. Just some place where it is between 50 to 80 degrees year round.

What is your horoscope sign and does it fit you? Taurus. Oh, there are days it fits me and other days it does not. I don't think of myself as a bull, but I have always wanted to own a Taurus car just because that is my sign.

NEBRASKALAND COUNCIL NEWS

If you are interested in taking Certified Management training classes in the fall, please contact Colleen Floth with your reservation or for more information, call 441-8036.

We Need You!

Program Chair
Colleen Andrews is seeking volunteers to join this committee, giving input & time in coordinating future speakers and meeting locations. Call or leave message at 441-3846.

Community Service

By Donna Barrett, Chair

Leadership Link Board Members toured the Fresh Start Home at 2323 F Street on April 7th with Executive Director Tiffany Mullison. Our intent was to adopt a room, however, Tiffany had adopted out all rooms by the time that we had our tour. Tiffany did put together a wish list for Fresh Start Home.

Rather than focusing on the wish list, we, the board, have decided to refocus on **Join Hands Day** which is a collaborative project addressing the needs of the homeless or near homeless in our community. Six agencies will be the recipients of a product drive to assist persons in need and Fresh Start is one of the six. The six participating agencies are:

Lincoln Action Program CEDARS Youth Services
The Bridge/Lutheran Family Services, Matt Talbot
Kitchen & Outreach Fresh Start Home Friendship Home.

The concept: Six for Self-Sufficiency. Items are being collected at various businesses, churches, or provider sites from April 15 to May 2nd, and on the actual Join Hands Day, Saturday, May 1st from 11:30-5:00 PM at Hawks Field at Haymarket Park. This event is being held in conjunction with a UNL baseball game. The items for collection: 1. New Socks and Underwear for all ages 2. Personal Care Products-Keep in mind persons of color 3. Diapers and Wet Wipes 4. Basic First Aid Supplies 5. Paper Products 6. Cleaning Supplies Items can also be delivered the Messiah Lutheran Church, 1800 S. 84th St., Sunday May 2nd from 12:00-4:00 PM. Send Financial Contributions in support of **Join Hands Day** by making checks payable to "Volunteer Partners" who will then distribute needed items to all participating agencies. For additional information regarding **Join Hands Day**, contact Martha Hakenkamp, Program Operations Coordinator, Volunteer Partners, 435-2100 volunteers@volunteerpartners.org.

As your Community Service Chair, I would encourage your involvement. If you choose to do this, I would also appreciate a quick email to that effect so that our chapter receives credit.

Volunteering Again? Get Credit For It!

**Help your Leadership Link
Chapter score big!**

If you are involved in a community service project or event, such as a fund raiser, walk-a-thon or festival worker, please e-mail this information to Donna Barrett (dbarrett@ci.lincoln.ne.us) with the who, what, when, where, why and hours served, so that our NMA Chapter will receive national credit.

President's Report

By E.J. Schumaker

Thank you Leadership Link members and Board of Directors for passing our bylaws with a majority vote of 21% of our membership. Several voters noted some corrections, which will be made, as the corrections were house cleaning items and not substance issues. Having current bylaws will ensure clear leadership for future new officers and should guide our chapter as we continue to grow. You will find the complete approved bylaws in your May newsletter. Please put them in your Leadership Link binder for future reference.

What is coming up next? In May, we vote again! Our voting in May will be for the Officer positions of President Elect, Secretary and Treasurer. The timetable for the election of officers has been delayed due to timing of the adoption of the By-Laws at the April regular meeting. In order to allow adequate opportunity for the membership to review the slate of candidates and vote with the required mail-in ballot, the results will be announced via e-mail the week after the normal business meeting in May.

Watch for your official mail-in ballot and return it by the deadline published on the ballot. Leadership Link's Nominating Committee is Pat Kant, Chair, 441-7880; Mary Johnson, 441-8262; Joan Ross, 441-7438; Betty Surls, 441-7459

We look forward to seeing you at the next meeting!



RETURN TO
TERRI STORER

PLEASE RESERVE A SPACE FOR ME!

PROFESSIONAL DEVELOPMENT WORKSHOP - WEDNESDAY, MAY 26, 2004

NAME _____

DEPARTMENT _____

PHONE _____

Workshop times - 1:30 to 4 PM Terri Storer, City Law Office

Register Early for Professional Development

Dr. John E. Barbuto, Jr., Founder of Future Leadership Consulting, Associate Professor of Leadership at the University of Nebraska-Lincoln. Dr. Barbuto brings extensive research and training experience in all aspects of leadership development. He has presented numerous award winning seminars and workshops across the state, nation and at international venues. His areas of specialization are in leadership development, motivation, power and influence, interpersonal skills development and leadership education programs. His views and approaches to leadership theory and practice are used in over 50 countries across 6 continents.

How to Inspire Others: Executives/Managers - May 26, 2004 - 1:30 - 4:00 PM

* This is the most popular leadership development program in the state of Nebraska

* Based on an internationally recognized concept and instrument: the Motivation Sources Inventory©

* This session explores the five ways that individuals are motivated - A self-scoring instrument assesses each of these sources of motivation

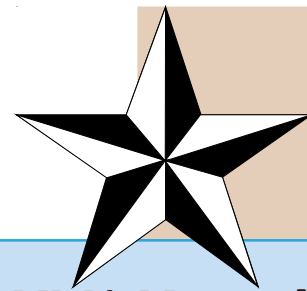
* Individuals learn about their own motivation and motives of others

* Tips for motivating each of the five sources of motivation are discussed

* Exercises and activities are used to reinforce the concepts and apply them to organizational and personal settings

* An assessment of motivation strategies currently in place is used to develop action plans for tapping into the motivation of employees

* Time for in-depth questions and answers is also provided



NMA National Headline News

By Sue Kappeler

(4/15/04) Today we conducted our third "Each One Reach One" recruiter quarterly drawing!!! This drawing consisted of all those who recruited a new or reinstated member between January 1, 2004 and March 31, 2004.

I am pleased to announce that our winner is: Mr. Paul Williams, CM, from the Lockheed Martin Leadership Association in Marietta, Georgia!! Paul's name was drawn for recruiting Christopher Howard!! Tomorrow, we will be sending Paul a \$50 gift certificate!!!

Remember to pass this message on to as many chapter members as possible and encourage "Each One to Reach One" during this campaign. One of your members could get lucky and receive a similar gift certificate!! Also, the names of the top recruiters in each chapter that are submitted to NMA National - no later than July 31, 2004 - will be entered into a drawing to be held at the NMA National Conference in New Orleans, Louisiana, September 18-20, 2004. This drawing will be for a grand prize valued at over \$300! Recruiters need not be present to win!! In addition, each recruited member, who is still a member at the time of the NMA National Conference in New Orleans, will have their name entered into a drawing to win one of several prizes!

N. M. A. CODE OF ETHICS

- *I will recognize that all individuals inherently desire to practice their occupations to the best of their ability*
- *I will assume that all individuals want to do their best.*
- *I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.*
- *I will be guided in all my activities by truth, accuracy, fair dealing and good taste.*
- *I will keep informed on the latest developments in techniques, equipment, and processes.*
- *I will recommend or initiate methods to increase productivity and efficiency.*
- *I will support efforts to strengthen the management professional through training and education.*
- *I will help my associates reach personal and professional fulfillment.*
- *I will earn and carefully guard my reputation for good moral character and good citizenship.*
- *I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.*

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Leadership Link News

NMA Announces 2004 McFeely Award Recipient

NMA has announced that Norman R. Augustine will receive the prestigious Wilbur M. McFeely Award for 2004. Mr. Augustine is a retired Chairman and CEO of the former Martin Marietta Corporation and later the Lockheed Martin Corporation. In addition to serving in the Pentagon in the Office of the Secretary of Defense, he is a former Acting Secretary of the Army, past Chairman and Principal Officer of the American Red Cross (for nine years), former President of the



Norman R.
Augustine

Manager of the Year Nominations Requested

By Pat Kant, Awards Chair

Annually, Leadership Link recognizes a Manager who's example has stimulated and inspired others. This individual should be one who has demonstrated the highest qualities of leadership in government and community relationships.

Further, the nominee should be a person who regularly applies the principles of the NMA Code of Ethics published in this newsletter. The nominee must be employed by City or County government, however, membership in Leadership Link is not a requirement.

The criteria for selecting the outstanding manager of the year is based on (a) being a manager working in government activity; (b) have a reputation of being fair, impartial, and ethical in dealings with subordinates, peers, and associates; (c) have demonstrated a strong managerial leadership style by applying generally recognized management principals to achieve success, and (d) visibly practice the NMA Code of Ethics in dealings with peers, subordinates, and associates.

Please complete the Manager of the Year Award Nomination Form inserted in this newsletter.

Nominations must be submitted to the Awards Committee in car of Pat Kant or by interoffice mail, e-mail to

pkant@ci.lincoln.ne.us or fax 441-7300 no later than **Friday, April 30, 2004**. The award will be presented at the Annual Meeting in June.

Past Manager Award Winners

2003 - Don Herz,
Steve Owen
2002 - Terri Storer
2001 - Dee Lee
2000 - Larry Worth
1999 - Paul Jones
1998 - Ed Ragatz
1997 - Karla Welding

Boy Scouts of America, celebrated author (including Augustine's Laws which was printed in four languages), and retired Lecturer with the Rank of Professor on the faculty of the Princeton University. Augustine has served on numerous industrial, professional, government, university, and not-for-profit boards. The award presentation will be held on Sunday afternoon, September 19th, as part of the 2004 NMA National Conference at the Sheraton Hotel in New Orleans, Louisiana.

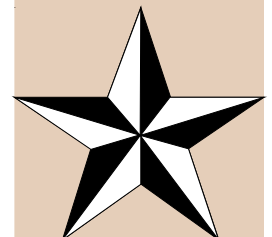
With NMA and the International Management Council (IMC) joining forces in 2004, the Association's leadership has chosen to continue the proud IMC tradition of the McFeely Award. Recipients are individuals who have made outstanding contributions to leadership and management development, gaining national and international recognition for their books, articles, lectures, and other similar contributions.

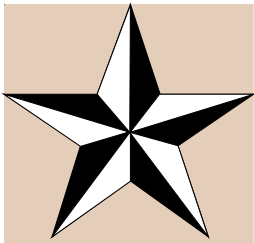
The McFeely Award was created in 1975 in recognition of Mr. McFeely's energetic leadership and loyalty to the IMC and YMCA as well as his contributions to the field of human relations in management. Wilbur M. McFeely served as IMC National President in 1945-1946 and Chairman of the National Board of YMCAs from 1966-1969.

N. M. A. STATEMENT OF PRINCIPLES

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

- *We believe in the highest standards of personal and organizational integrity and respect for the individual.*
- *We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.*
- *We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.*
- *We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.*
- *We believe that individuals and organizations have a community and civic responsibility.*





Leadership Link Official Nomination Form

LEADERSHIP LINK CHAPTER OF THE NATIONAL MANAGEMENT ASSOCIATION

MANAGER OF THE YEAR 2004 AWARD

NOMINATION INFORMATION

Past Managers Award Winners

*2003 - Don Herz,
Steve Owen
2002 - Terri Storer
2001 - Dee Lee
2000 - Larry Worth
1999 - Paul Jones
1998 - Ed Ragatz
1997 - Karla Welding*

The Leadership Link Chapter of the National Management Association is seeking nominations for outstanding managers in local government (City or County). The purpose of the award is to recognize an individual whose accomplishments(s) and superior work performance represent the best possible application of management principles. A "Manager of the Year" nominee would be an individual who is a role model for other employees. The nominee does not have to be a member of Leadership Link. A nomination form is on the reverse side.

CRITERIA

1. Be a manager in a government activity.
2. Has a reputation as a fair, impartial, and ethical manager in dealings with subordinates, peers, and associates.
3. Has demonstrated strong managerial leadership by applying generally recognized management principals to achieve success.
4. Practices visibly the NMA Code of Ethics in dealings with peers, subordinates, and associates.

Nominations should be submitted to the Awards Committee no later than **Friday, April 30, 2004**. If you have any questions regarding the nomination process, please contact the Awards Committee Chair: Pat Kant, Personnel 441-4880.

**LEADERSHIP LINK CHAPTER
OF THE NATIONAL MANAGEMENT ASSOCIATION
MANAGER OF THE YEAR AWARD, 2004
NOMINATION FORM**

Nominee: _____

Title: _____ Dept. _____

Nominated by: _____

Title: _____ Dept. _____

=====

Instructions: Please provide information and examples of this manager's achievements in each of the areas (numbers 1-5) listed below followed by any general comments/information you may wish to include. Information may be provided in the spaces below or on a separate sheet. Please limit your nomination to one page. Nominations must be submitted to the Awards Committee by Inter-Office Mail to Pat Kant or by e-mail to pkant@ci.lincoln.ne.us or fax to Pat Kant, Personnel Department 441-7300, no **later than Friday, April 30, 2004**

1. Communication Skills/Accessibility

2. Supervisor/Employee Relationships

3. Management Skills

4. Training

5. Special Accomplishment(s)

6. Additional Comments/Information

